



Apprenticeship in Germany

Skills Partnerships between Senegal, Ghana and Germany

Europe faces growing labour shortages, particularly in the construction sector, while many young people in Sub-Saharan Africa continue to face limited employment opportunities. To respond to these challenges, GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH) is implementing the Skills Partnerships between Senegal, Ghana and Germany project, by piloting a scalable and, institutionalised skills partnership. Through **strengthened technical and vocational education and training (TVET) systems, close cooperation with the private sector and structured labour mobility pathways**, it aims to create lasting benefits for both partner countries and participating young people.

From training to employment

Apprenticeship participant



The project pilots a direct labour mobility pathway by **placing Ghanaian and Senegalese youth into apprenticeship training with German construction firms**, supported by intensive **pre-departure German language training** and **intercultural preparation** in their home countries. Upon successful completion of German language training of B1 level, **several participants were matched with German construction companies** and have started their apprenticeship programme in Germany starting from August 2025.

Beyond creating mutual benefits for partner countries, the project also provides participants with **practical skills, long-term career opportunities** and, as one Ghanaian participant described, "**a sense of security**" about their future: *"This project gives me the opportunity to get hands-on skills in the construction sector, which I already have knowledge about. It was in line with my career path, so it was easy for me to decide to apply. It offers me a job after the apprenticeship programme, so after three years you just have a job even while you are in the apprenticeship programme. It is a sense of security for me."*

Strengthening TVET through German expertise

Beyond creating legal labour mobility opportunities, the project **strengthens TVET systems in Ghana and Senegal by aligning curricula with labour market needs and German industry standards**. In Ghana, the project redesigned **building construction trainings** and supported **Training of Trainers programmes** to strengthen institutional capacity. The strengthened training model supports Ghana's national employment agenda by ensuring that vocational education responds more effectively to labour market needs. As one TVET representative in Ghana noted: *"Projects of this nature have an enormous role in giving relevant skills to Ghanaian youth to fit industry needs. They get employment, they have ready markets, and this is the national agenda for government as a whole."*



Building skills in construction

In Senegal, the project developed and validated a new **road construction curriculum** while strengthening cooperation between national TVET institutions and German partners. This collaboration supports **knowledge exchange between systems and introduces new approaches to vocational education** with potential long-term benefits for teaching and learning. As one TVET representative in Senegal explained: *"An opportunity is to compare the Senegalese programme with the German programme... and it will certainly have a positive impact on teaching and learning in Senegal."*

Building partnerships for skills mobility

The project has brought together public institutions, private sector actors and TVET institutions in Germany, Ghana and Senegal around a shared vision for skills development and legal labour mobility. As implementation continues, these **partnerships provide a strong foundation for expanding labour mobility opportunities, strengthening TVET systems and testing a scalable model for future skills partnerships**. The project provides an example of how innovative skills partnerships can translate the EU's migration priorities into practical cooperation between countries of origin and destination.

About the MPF

This grant project is part of the EU-funded Migration Partnership Facility (MPF), managed by the International Centre for Migration Policy Development (ICMPD) to support the external dimension of the EU's migration policy. Through the MPF, the EU funds projects that promote dialogue and cooperation on migration and mobility between EU Member States and partner countries outside the EU.

About the project

The project aims to create a pathway for legal migration of Senegalese and Ghanaian youth through vocational training in the construction sector. Through an extensive study of the labour markets and existing educational pathways in the different countries, the project ultimately aims to develop and test a scalable, demand-driven and financially sustainable skills partnership model for the benefit of Senegal, Ghana and Germany and to develop a replicable blueprint for labour mobility between the EU and partner countries.

About the evaluation

The testimonies used in this document were gathered as part of the mid-term evaluation of the project Skills Partnerships between Senegal/ Ghana and Germany, conducted between September 2025 to April 2026. Tandans Data Science Consulting led the evaluation, which was conducted by a consortium of six consultancies and NGOs: Samuel Hall, Blomeyer & Sanz, Diversity Development Group, Migration Policy Group, Policy Impact Lab, and Tandans.



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